STATE BOARD OF MEDIATION STATE OF MISSOURI

CERTIFICATION OF REPRESENTATION

An election having been conducted in the above matter under the supervision of the Chairman of the State Board of Mediation in accordance with the Rules and Regulations of the Commission; and it appearing from the Tally of Ballots that an exclusive bargaining representative has been selected; and no objections having been filed to the Tally of Ballots furnished to the parties, or to the conduct of election, within the time provided therefor;

IT IS HEREBY CERTIFIED that International Association of Fire Fighters, Local 3808 has been designated and selected by a majority of the employees of the above named Respondent, in the unit described below, as their exclusive bargaining representative. Pursuant to Section 105.525, RSMo. 2000, said organization is the exclusive representative of all the employees in such unit for the purpose of discussions with respect to salaries and other conditions of employment.

Unit: All Battalion Chiefs, Emergency Communications Superintendents, Fire Dispatcher III's, the Assistant Fire Marshals, and the Hazmat Chemical; excluding any member represented by IAFF, Local 42, is excluded, members at the rank of Captain and below, Senior Administration of the Fire Department, including but not limited to the Fire Chief, Deputy Chiefs, other civilian members of management, other professionals, and clericals.

Signed this <u>14th</u> day of <u>January</u> 2009.

STATE BOARD OF MEDIATION

Jim Avery, Chairman

